

ACC Inclusion and Diversity - Northumberland Scouts



The Role

Northumberland Scouts are looking for individuals with the skills to provide leadership, support, motivation, coaching, and problem-solving methods and be an inspiration to others. As Assistant County Commissioner (ACC) Inclusion and Diversity will support and advise adults to ensure that every section in the County is as inclusive as possible, welcoming members from all backgrounds and helping to make reasonable adjustments to support a fully diverse membership.

Who will you work with? You will work alongside and receive support from members of the County Team, the County Commissioner and Deputies.

Driving Northumberland Scouts ambition to be a diverse and inclusive movement, accessible to all through reasonable adjustments, supported and led by the Assistant County Commissioner Inclusion and Diversity by:

- Production of local material and maintaining local contacts
- Consultancy and advice to individuals, Group, Districts, and the County Team
- Mandatory and ongoing learning opportunities and ad-hoc sessions based on local needs.

What are we looking for? The ACC Inclusion and Diversity supports and coordinates practical delivery of inclusive and diverse Scouting to membership within the County. The role is open to anyone interested in promoting and supporting diversity and inclusion and no previous Scouting experience is necessary. As a member of the County Team, the ACC Inclusion and Diversity works in partnership with other members of the County Team to define County inclusion and diversity policies.

As a requirement of this appointment you must successfully complete the appointment process (including acceptable personal enquiries and acceptance of The Scout Association's policies). During the five months of Provisional Appointment, the relevant Getting Started modules and GDPR training 3 must be completed. A Wood Badge must be achieved within three years of Full Appointment, in addition to ongoing mandatory safeguarding, first aid and safety training. The role of ACC Inclusion and Diversity is a substantial one, supporting volunteers across Northumberland. While there may be a requirement to travel, many parts of the role can be completed remotely. It is hard to determine an average weekly time commitment as some periods will be busier than others. You will be able to manage your own diary and volunteer flexibly. Reasonable permitted expenses will be met in line with our Expense policy. The key purpose of the role is to improve the level of support provided to our membership in all areas of diversity and inclusion however the successful candidate/s could work on any project within this with CC approval. There is an expectation that the person/persons appointed would have a good working knowledge or background in key areas of Inclusion and Diversity.

Main Role Responsibilities

- Provide support, advice and up to date information to the County Commissioner and County Team in all matters of inclusion and diversity.
- Support volunteers and young people to share their success in overcoming barriers to participation and Skills for Life.
- Attend all relevant meetings pertinent to the role including County Team meetings.
- Liaise with National inclusion tea team and other related groups.
- Advise District Commissioners' on matters of section age range flexibility for youth members with additional needs.
- Support adult and Young Leader training in areas of inclusion and diversity.
- Identify issues and challenges relating to all areas of inclusion and diversity and proactively seek solutions to support and guide our members to address difficulties that occur.
- To occasionally provide support, guidance and mentoring to members on a very personal level.
- Liaise with relevant members of the County and District teams to ensure that events take place to support inclusion and diversity across the County.
- Develop imaginative and creative ideas for widening participation in Scouting.
- Build relationships with external organisations to enable Northumberland Scouts to promote accessibility and provide support to its members.
- Contact with parents and carers to ensure that holistic and consistent approaches are used when making provision for young people to take part in all aspects of Scouting.
- Participation in events and programmes which support Scouting in Northumberland.

Potential Elements of Inclusion and Diversity role.

Including everyone:

- LGBTQ+
- Faith and Beliefs
- Race & Ethnicity

Supporting those with additional needs:

- Sensory and physical needs
- Social, emotional and mental health
- Communication and interaction
- Cognition and learning
- Working in partnership with parents and carers
- Reasonable adjustments

Main contacts will include the County Team Members, District Commissioners, Group Scout Leaders, National Inclusion Team [inclusion] leads, Network Pride coordinators, National Active Support Units supporting inclusion and diversity (e.g. FLAGS, Muslim Scout Fellowship etc.) and external organisations specialising in relevant aspects of Inclusion and Diversity. As Scouts we are guided by our values: Integrity, Respect, Care, Belief and Cooperation. You need to accept and demonstrate these values in the delivery of your role.

Person Specification

- Understand the importance of inclusion and diversity in meeting the Aims of the Scout Association.
- Can build positive and active relationships.
- Have a good working knowledge and background in one or more of the key areas relating to inclusion and diversity.
- To share your enthusiasm and be proactive in all areas of inclusion and diversity.
- Be persuasive.
- Be able to work within predefined limits i.e. timescales and budgets.
- Accept the policies and rules of the Scout Association
- An understanding of the needs of adult volunteers.
- Flexible approach.
- Self-motivated.
- Innovative.
- Able to work as part of a team and promote good teamwork.
- Resourceful, energetic, and enthusiastic about the role.
- Acceptance of the fundamentals of the Scout Movement.

Additional Information

- You will have access to professionally produced national materials.
- You will be provided with a budget to meet the objectives of the role.
- You will be welcomed and supported by our friendly and focused team.

Contact Information/Application Deadline

If you think you know just the right person for this role, or you are interested in the role yourself, we would love to hear from you via the details below or if you require any additional information or would like to speak to someone about the role please contact **Sam Lacey (Deputy County Commissioner)** on 07704443857, or via email at sam.lacey@northumberlandscouts.org.uk

The closing date for this role is Sunday 31st October 2021.